

BAILEY SCHOLARS PROGRAM

A Decade in Review



Welcome to Bailey

Since its inception, the Bailey Scholars Program (BSP) has undergone many programmatic changes in response to the ever-changing student demographic. The BSP has provided a learning community and a creative outlet for students, which differs from the traditional university experience. As we approach the end of a decade, we reflect on the influence of our program. The BSP principles and values have shaped learner's worldviews and our alumni have applied what they experienced in this program to the way they approach life and their careers.

When asked by advisors, academic leaders, and students about the benefits of joining the BSP, I typically respond with "The BSP prepares

students in a multitude of ways. At its core, it provides leadership skill development for students to be able to contribute to society and to be engaged citizens." In this issue, we include alumni testimonials from the past 10 years that highlight and emphasize the lasting effect of the BSP on their careers. Our alumni are now working in all areas of life-- from the corporate world to academia. Their stories are examples of how the BSP encourages out-of-the-box thinking that fosters creative thought and the adaptability to succeed in a constantly changing world. In light of current events, it is more important to be able to adapt to new surroundings and a "new normal". As we conclude in 2020, we look forward to our continual growth as a program in the next decade.



Dr. Jen Rivera - Director



Emma Albrecht - Student Director

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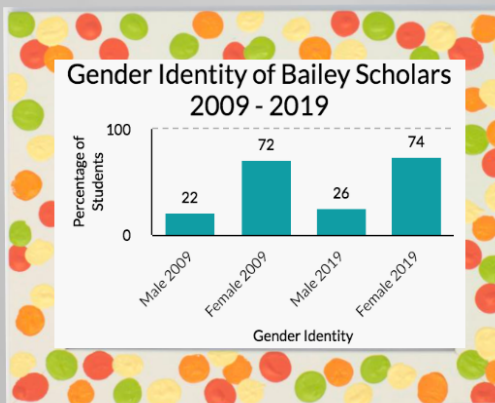
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Created by the 2019-2020 BSP Research Team: Dr. Jeno Rivera, Patricia Jaimes, Noelle Tucker, Paige Van De Grift, Lauren Mehram

BAILEY SCHOLARS PROGRAM STUDENT DATA



9% of Bailey Scholars are international students



35% of Bailey Scholars are first-generation students

11% of Bailey Scholars are Honors College students

Our program has grown over the last decade. In 2009 we had just 71 students, and currently we have 114.

In 2009 the BSP was home to students from 11 different colleges. In 2019, we have expanded to 14 colleges.



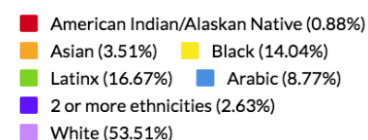
Bailey has students from 52 different majors across MSU

Cultural Identity
2009-2019

2009



2019





By: **Dustin DuFort Petty**
Advisor/Convener

Examining Prejudice

When I received the approval to teach a summer section of ANR 311 and to title it, “Developing Cultural Competencies and Confronting Prejudice”, Ahmaud Arbery and Breonna Taylor had already been assassinated but the country hadn’t yet erupted into action after we would all see a police officer kneel on George Floyd’s neck for eight minutes and forty six seconds. I simply chose a topic that I was passionate about and one which our students have routinely broached in Bailey core courses. We had no idea how timely our learning experiences would be.

With seven students and myself, we were a small cohort of co-learners. Unlike other Bailey courses, the aforementioned topic was already selected and I had written out our learning outcomes. These included: Identify norms from cultures different than their own; Summarize microaggressions and their effect on individuals and relationships; Demonstrate an understanding of the effect culture and prejudice has on effective teamwork; Analyze one’s own unique privilege and determine its effect on their worldview; Summarize anti-racism efforts and examine one’s own role in those efforts, if any.

Needless to say, it was going to be a heavy summer. But we attacked the subject with verve and passion. We all worked together to determine how we would achieve the outcomes. Experts were invited to be guests in our synchronous weekly sessions. Books and videos were chosen. I consulted with the best anti-prejudice educators from throughout the country.

Each week led us to tough conversations. We examined the very basis of cultural norms. We examined our privileges and prejudices and created plans for how to aide in the dismantling of systems that have perpetrated racism, ableism, sexism, and other forms of prejudice.

We welcomed alumni of the Bailey Scholars Program who offered valuable insights. Taylor Berry, an Admissions Counselor at Western Michigan University presented on microaggressions.. Melissa Downer, an officer in the Ann Arbor Police Department Department spoke to us on the relationship between law enforcement and American racial violence.

To conclude our semester, co-learners each identified three concrete, out-of-their-comfort zone actions that they are committed to taking in the next two months toward anti-oppression efforts (an activity inspired by Layla Saad’s anti-white supremacy treatise).

Mojadi is planning to volunteer at the MSU LGBT Resource Center. Madge is going to speak out about the ableist microaggressions she experiences on a daily basis. Ahmed wants to engage with cultural organizations on campus and learn about worldviews other than his own.

I have no doubt that these seven students will go on to pursue a more perfect society and world.

They will make good trouble.

BSP ALUMNI: Where are they now?

Rebecca Atkinson Pedrotti (Agriculture and Natural Resources Communications) earned her Nursing Home Administrator license and in February was promoted within her company to become the administrator of her building. On behalf of the Bailey Scholars Program, a big thank you to Rebecca and all members of the BSP family who are working on the front lines of the pandemic.

Katelynn Watkins (Natural Resources, Recreation and Tourism, 2012) graduated from the Michigan State University College of Law. She is preparing for the Maryland Bar Exam

Katelyn Burns (Fisheries and Wildlife, 2016) and her boyfriend, Chad Golembiewski became engaged. They are planning a December 2020 wedding.

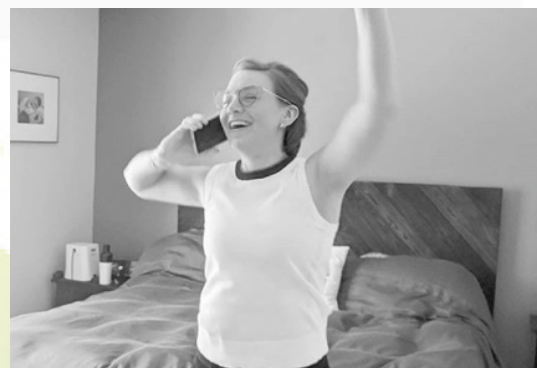
George Greenleaf (Longtime Supporter) celebrated his 102nd birthday on June 1, 2020. George has moved back to Michigan and is keeping busy during the pandemic with puzzles and word searches. He continues to be in very good health.

Makena Schultz Neal (Environmental Studies and Agriscience, 2011) and her husband, Curt, welcomed baby Henry in January 2020. The family moved to Kalamazoo, Michigan, where Curt started running a solo dental practice. Makena successfully defended her PhD at Michigan State University in June 2020.

Ah-Janai Hudson (Psychology & Professional Writing, 2018) was accepted into three graduate programs (at Oakland University, Western Michigan University, and Wayne State University). She will start the Masters of Social Work program at Wayne State University this fall. She also accepted a position as a Summer Success Coach through St. Clair County Regional Education Services Agency (RESA). Ah-Janai also presented at the College Advising Corps Summit, in Boston.

Celeste Smith Kanpurwala (Commercial Recreation and Tourism, 2005) began a new business, Bold Brave Goddess, in October 2019. She's also celebrating more than ten months of sobriety. Celeste is working on her first book, Bold Brave Goddess: From Insecure Victim to Confident Survivor to chronicle how she overcame trauma and share lessons she's learned in her journey.

Kate Law (Environmental Economics and Policy, 2009) moved to Boise, Idaho in August 2019, accepting a position as Student Conduct Process Coordinator at Boise State University. This fall, she'll begin a EdD program at Boise State in Curriculum and Instruction. She and her boyfriend, Dan Gerulis, became engaged and are planning a spring 2021 wedding in the United Kingdom.



BSP ALUMNI: Where are they now?

Philip Lewis (Sociology, 2013), Front Page Editor for the HuffPost, has launched a weekly newsletter called “Per My Last Email”. It will share stories relating to race and culture each Tuesday. To subscribe, visit permylastemail.net.

Kristen Halsted Marks (Agriculture and Natural Resources Communications, 2001) was elected to serve as the 2020-2021 President of the Ohio Parks and Recreation Association. She is the Programs Manager for the Centreville-Washington Park District.

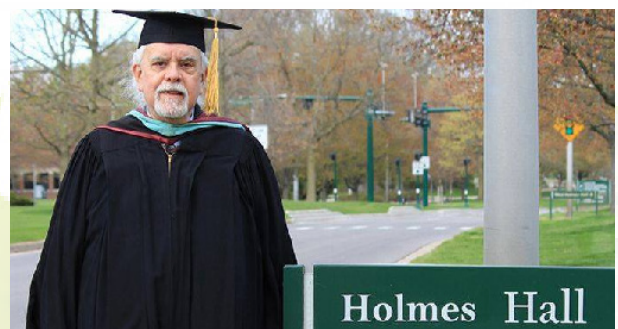
Kiana Miller (Agriculture and Natural Resources Communications, 2010) became engaged to her longtime girlfriend, LaShonda Hampton. They are planning a late summer 2020 wedding.

Jennifer Rivera (Program Director) married her fiancé, Chance Liscomb in a November 2019 wedding in their home state of Virginia. Chance is an award winning artist and local teacher.

Joshua Prusik (Environmental Studies and Sustainability, 2018) traveled to countries in East Africa as part of Michigan State University’s Alliance for African Partnership Fellows Program in 2019. He recently accepted a position as a Community Development Fellow with the Community Economic Development Association of Michigan in Cass City, Michigan. Josh and his girlfriend, Olivia, became engaged in December 2019.

Paris Wilson (Social Relations and Policy, 2012) graduated with his Masters in Public Administration at the University of Baltimore. He is moving to Chicago to begin a job as Compliance Manager for Chicago International Charter Schools.

Kent Workman (Longtime BSP Faculty Fellow) recently established a fund for Lyman Briggs College to promote diversity, equity, and inclusion. He retired last year after 31 years at the university, 25 of those in the areas of residence life, student affairs, academic advising, and alumni relations. The fund will support DEI-focused undergraduate research, conference and workshop expenses, and speaker honoraria.



Learning, unlearning, and relearning

By Noelle Tucker



How do you get a toddler to eat greens? We don't know the answer to that million-dollar question but suggest reaching out to Emiko Blalock to get some tips! Successfully caring and raising a toddler is one of Emiko's current pursuits. Emiko lives her life with purpose and fully commits to any tasks she sets her mind to. She is a prime example of a Bailey Scholar who used her experiences to navigate her professional career.

Dr. Emiko Blalock was involved in the BSP from 2015-2016. During her time, she worked as a graduate fellow alongside the program's beloved academic advisor Dustin Petty. Today you can still find her working at Michigan State University as a faculty member in the Office of Medical Education Research and Development in the MSU College of Human Medicine. Dr. Blalock was happy to say how much the BSP affirmed her love for education and teaching. The BSP uses a democratic approach for designing course syllabi. For example, unlike in a traditional classroom, the instructors (called

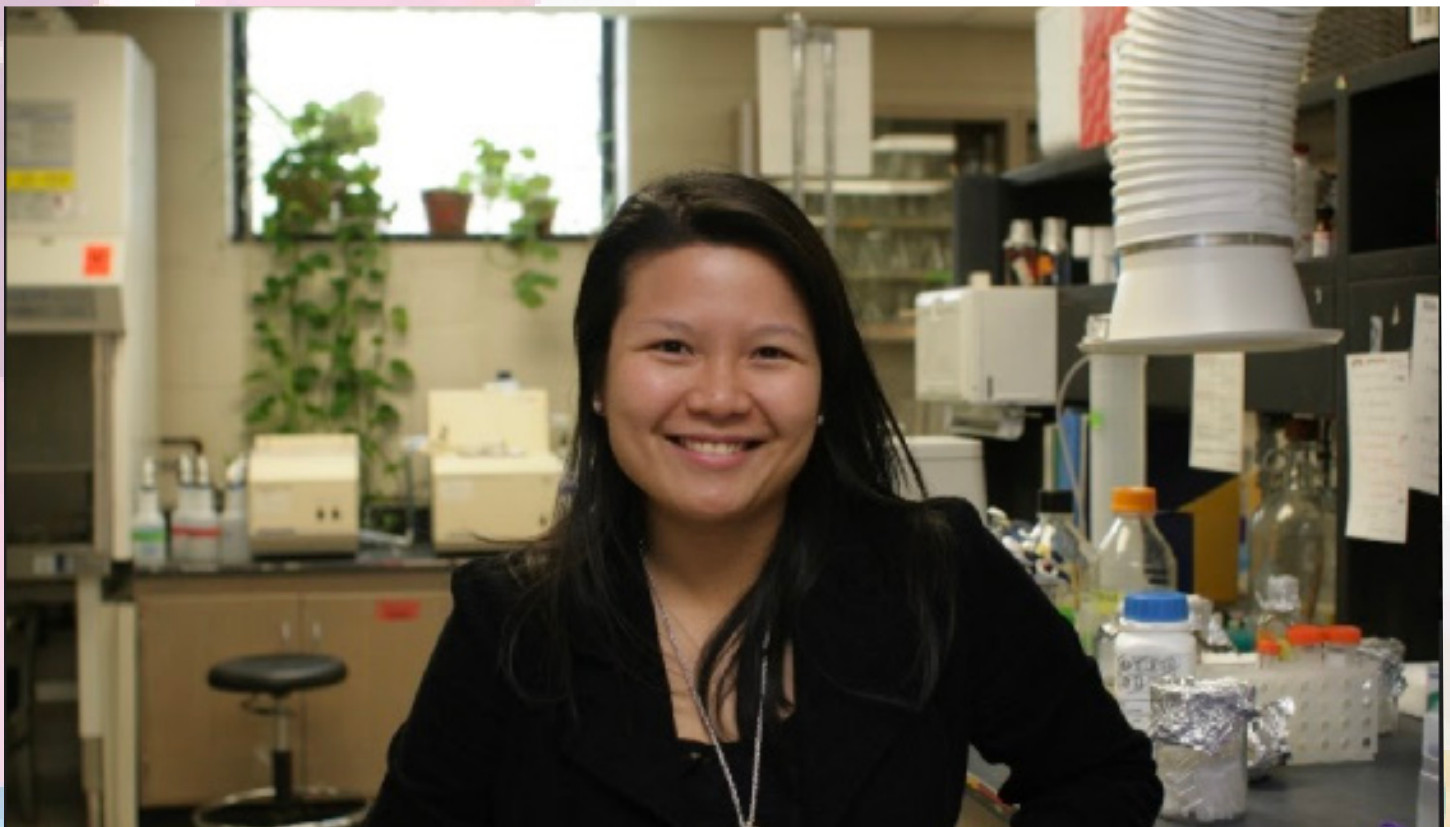
conveners in the BSP) and students design the syllabi together, collaboratively deciding what to learn, how to learn, and how to assess learning. This is beneficial because it encourages student participation and community building in the classroom. Dr. Blalock says that the BSP, "helped me rethink how I design syllabus and curriculum." She was able to develop the ability to be flexible when creating and implementing her course syllabi. Her fellowship experience provided space to develop trust and understand with her peers, which reaffirmed her appreciation for collective learning. Dr. Emiko Blalock's advice for future BSP graduate fellows is, "Invite curiosity and be comfortable with ambiguity. Sometimes projects might not get completed, but thrive in the process."

The Jigsaw of Life

By Noelle Tucker

What is your favorite F-word? Food, feminism, or fermentation?? Combine them all to describe Dr. Josephine Wee's current interests. Josephine is an assistant professor at Penn State in the Department of Food Science and an alumna of the Bailey Scholars Graduate Fellowship Program. Josephine credits the BSP for teaching her how to empower her students to take ownership of their learning. During her time with the BSP, she convened two ANR core courses and developed the Tools of Learning (TOL), a series of modules to assist all scholars understand the theory and apply practices to foster democratic learning communities. The BSP sparked the idea of reciprocal learning-- the scholarship of teaching and the scholarship of learning. Josephine empowers her current students to share their own desired learning methods with her, adapting her teaching methodologies to meet their unique needs.

Though Josephine always knew she would end up with a career in academia, she emphasized that the BSP solidified this decision for her, and strengthened her beliefs regarding teaching and learning styles. Being innovative is a skill that Josephine learned in the BSP. For example, she applies the idea of combining service with learning to enhance her teaching and student learning experiences. Josephine's words of wisdom for BSP Scholars is to know that you don't need to know everything and that nobody expects you to know everything. This lesson doesn't just apply to students but to educators, community partners, and administrators. Everybody comes with a piece of the puzzle and it is when we work together to establish goals and share our puzzle pieces we are able to create a completed work of art.



From the Mitten to the Big Apple!

By Lauren Mehram

From the peaceful campus in East Lansing to the bustling city of New York, John Ranellucci has taken his career across the country to continue researching what motivates people to learn. John began his journey as a graduate student at McGill University and then continued on to complete a post-doc in the College of Education at Michigan State University (2015-2017). In 2016, John was a Bailey Scholars Program Faculty Fellow. Within this experience, he facilitated one of the core courses in integrated learning alongside other fellows. Currently, John is an assistant professor in the Department of Educational Foundations at Hunter College in New York City.

The BSP was his first experience facilitating a student-led class, which altered his mindset towards teaching. It has made him “embrace and try to encourage more of a student-centered learning environment,” a practice that he applies in his own classrooms today. Bailey taught him a sense of community engagement, so he is able to form stronger connections with his students and care about them on a greater level. He has become a more flexible teacher, learning to be comfortable when his classes deviate from the curriculum and forge new paths. A piece of advice John wanted to share with the Bailey community is, “There are so many different paths to the same place. I think seeing how classes take shape in Bailey makes it clear that the broader learning goals are similar across the core courses, but how we get to those goals is very different. Being flexible is a skill that everyone can apply in their lives and careers.”



Once a Bailey Scholar, Always a Bailey Scholar

Over the past 10 years, the Bailey Scholars Program has seen some incredible students, some of which agreed to be interviewed for this annual report. In the next few pages you will read BSP alumni's success stories. These stories are all about facing challenges, stepping out of your comfort zone, and ultimately using the skills each alum learned while in the BSP, and applying those skills to their careers in order to not only be successful, but also make a difference.

Don't give up, the road traveled in never a straight line

By: Paige Van De Grift

"It helped me a lot because it was something different, and something unique from the average academic track that I was on."

Philip "Phil" Lewis believed that the BSP was a beneficial creative outlet throughout his college career, exposing him to unique ways of teaching and learning that go beyond traditional lectures and tests. After graduating with a degree in Sociology ('13), he worked for Teach for America. He then transitioned into a job at the University of Michigan School of Dentistry as a Program Coordinator for recruiting minority students into the school. In 2015, Phil was given the opportunity to intern with the Huffington Post which led to his current position as Front Page Editor for the company. His responsibilities as Front Page Editor include copy editing, publishing stories, and managing and monitoring the website and social media platforms. Throughout his career changes, Phil relied on the values that



the BSP taught him. He credits the BSP for encouraging a growth mindset as well as lifelong learning.

Phil reflected on the many setbacks that he encountered throughout his career changes. Although those setbacks were challenging, his determination and growth mindset allowed him to remain positive. Phil's advice to graduating Bailey Scholars is for them to understand "there is a career for you, no matter how long it takes you to find it." He encourages students to seize every opportunity possible because these opportunities provide you with valuable connections for the future.

Taylor Berry

A lot of people believe that the sole purpose of college is for academic enhancement. While this may hold true for some, you would be remiss if you did not take the college opportunities to discover your passions and explore potential career paths. Taylor Berry found her path at MSU and has been thriving in her current career. During her time at MSU she became involved with the Bailey Scholars Program and eventually became a student director. The many BSP experiences prepared Taylor to navigate outside of her comfort zone and work through her identity development without judgment. She has paved an unexpected path for her future, where she continues to succeed and thrive personally and professionally. Taylor is driven by her ability to help students identify what they care about. She sees the importance of

pursuing one's passion and she encourages and supports everyone to do the same.

In 2015, she graduated from MSU with a degree in Psychology and Cognitive Science. Nearing the completion of her degree she learned of opportunities that are known to be life-changing, such as Americorp and PeaceCorp. Upon graduation, Taylor became a college advisor with the MSU College Advising Corps where she was stationed at a Northern Michigan high school. To further her interests in teaching and learning, she went on to get her Master's in Higher Education and continues to work in this field today. She also decided to follow her dreams and became the founder of a local Michigan business, Zenith Coffee. Taylor is a successful educator and entrepreneur doing what she loves and loving what she does.



Learning Tips from Taylor!

- Be conscious of how you move through the world and how you interact with others.
- Pursue knowledge in uncommon spaces.
- Embrace how important autonomy is in a learning environment. Lead your own learning, rather than being told what and how to learn all the time.
- Apply your learning vision throughout life. Don't just put it on the shelf after you graduate from the BSP.

Erica's Tips On Networking using LinkedIn

The trick to networking is getting outside of your comfort zone and meet alums that will assist you in reflecting on your next steps. You can make all this happen using social media such as LinkedIn. Here is some advice to reaching out to alumni on LinkedIn:

- Search for people who have similar career paths you think you could take, experiences that matched yours from MSU, or who work at companies you want to work.
- Start with a Go Green! and introduce yourself. Ask them for 10 minutes of their time for a Zoom meeting
- Feel free to find me, connect and reach out on LinkedIn – I would love to help in any way I can! <https://www.linkedin.com/in/ericazazo>



Erica Zazo

from MSU ('14). Currently, she is the Senior Client Success Director at a small public relations and content marketing agency in Chicago called Propllr PR. This agency helps startups build brand credibility and generate awareness through content marketing, media relations, and press coverage.

Erica was a Student Director during her time in the BSP and also participated in a study abroad trip in Belize. She thoroughly enjoyed the opportunity to travel abroad and recommends that current Bailey Scholars partake in that experience if possible.

Through its programming, the BSP exposed Erica to diversity and allowed her to step out of her bubble and expand her horizons and world view. "The BSP opened my eyes to diverse people and experiences that would have a strong impact on my interest to explore, meet people, and learn new things."

This exposure helped Erica as she advanced in her profession and set her on a path to explore the U.S. and move away from Michigan for her career.

"Sleeping under tall pines and dipping your toes in Lake Michigan--there is no better way to spend a summer weekend." Oh, but don't forget to write about your adventures and share your experience with others... just like Erica does. In her free time, Erica Zazo is a freelance travel and outdoor writer. She enjoys taking on writing projects and pens outdoor-focused stories as a way to build herself and use the Journalism degree

Jonathan Rosewood is a Bailey Scholar Program (BSP) alumni who is currently working at Lansing Community College as a Diversity Project Coordinator. Jonathan reflected on the importance of the relationships he built in the BSP and the impact they had on his life. Everything he was exposed to in the BSP taught him to be a very driven and motivated person. He found a career in teaching, where he has helped students to discover their passions. After graduating from Michigan State, he became a college advisor at a number of schools, he then worked in a talent center, and later became a scholar director for a program similar to BSP.

Jonathan's career path was heavily influenced by his Bailey experience. The lifelong lesson that he took away from Bailey was the idea of continuing to learn and develop. While learning is one of his greatest aspirations, his favorite thing about the learning process is that it does not have to follow any sort of guidelines. Jonathan has applied his learning in a number of educational careers across the state, such as Americorp and Edgewood Village Network Center. The Center was founded by John Dooley. Dooley was influential in the creation of the BSP and created the Center similar to the democratic learning community in the BSP.

This center gave students in Lansing the opportunity to experience a different type of learning, similar to that of the Bailey Scholars Program. As the Center's Scholar Director, Johnathan developed a program where students in 6th-12th grade could participate in a class very similar to Bailey. In these classes, students are able to teach one another and make it their own which gives them the opportunity to learn while gaining new skills. Watching his students grow through the Bailey values and norms has been incredibly rewarding and he wouldn't change a thing.

Currently, Jonathan is working as the Diversity Project Coordinator at Lansing Community College where he coordinates programs that, "get the college talking about diversity and inclusion." He also runs a unique program called Men about Progress where he works with first-generation students who male minorities and pairs them with a mentor to promote success while these men are in college. His job, his program, and his continued involvement and dedication to bailey values and empowering others makes Jonathan one of a kind, someone who adds value to every aspect of their lives.

He wants everyone to know that it's important to not take life too seriously. Things are meant to be. Follow your heart. At the end of the day, have fun, and do what you want to do. He also would like people to, "Take advantage of everything that Bailey has to offer, mix it with what MSU has to offer, then shake it up and make it your own."

Learning Outside the Box

By: Paige Van De Grift



Six Impossible Things Before Breakfast

By: Paty Jaimes



“Oftentimes the key to happiness, opportunity, and success is just saying yes”. These are words of advice that Nicole Lieberman has for our Bailey Scholars. Taking advantage of the opportunities that have come her way, Nicole has had quite an interesting career. Graduating from MSU with a Bachelor’s in Fisheries and Wildlife Management and a Master’s Degree in Parks, Recreation, and Tourism, her career trajectory has ranged from educational outreach to cybersecurity and sales leadership. Nicole, a mother of three, currently resides in Fort Myers, Florida, and is the Vice President of Sales at Binary Defense - a cybersecurity company in aggressive growth mode. She has been very successful in her current role. “I built out the entire sales organization from the ground up. We started with three employees in sales in 2018 and now have over twenty and are in the Inc 5000 for fastest-growing companies.”

Belonging to the program’s inaugural class, Nicole praises the Bailey Scholars Program for encouraging its students to think outside the box to solve unique problems.



The avenue that the BSP provides to cultivate creative thought contributed to her career success. “In the business world or even in the nonprofit world there are a lot of problems that you have to solve on a daily basis. There are days where I have made 50 decisions before lunchtime and some of those are quick and easy decisions to make but some of them require planning and strategy and new ideas and approaches.” Nicole encourages BSP students to leverage their network and prioritize building relationships because those connections can lead to job opportunities and career advancement. She would love to be a resource for BSP students who are interested in a business-related career.

All Our Wisdom is Stored in the Trees

The Story of BSP Leadership

By Paty Jaimes

Planting the Seed

Like many retirees, Dr. Frank Fear currently splits the year between Michigan and Florida. Snowbird is a term used to describe individuals who spend the winter months in the southern U.S. and retreat back North in the summer. Dr. Fear, one of these snowbirds, currently spends much of his time blogging, managing websites and social media for a variety of Florida based organizations, and engaging in activist activities. He is a Professor Emeritus in the College of Agriculture and Natural Resources (CANR) at Michigan State University and was the Inaugural Director of the Bailey Scholars Program (BSP).

When reflecting on the inception of the BSP, Dr. Fear described how the vision for the BSP came from the former Dean of the CANR, Dr. Fred Poston. “He wanted the college to develop an unconventional approach for preparing undergraduate students for the workforce and society. He wanted to build something different but didn’t know what it was. He gave us the power to discover it.” Although Dr. Fear had support from the CANR and MSU administration for developing the BSP, its creation was no easy feat. Not knowing the type of programming that would align with Dr. Poston’s vision was quite challenging. It took about a year and a half to realize the idea for the BSP.

Dr. Fear described the creation of the BSP as a transformative experience in which one had to let go of conventional learning and be comfortable with venturing into the unknown. The uncertainty of creating a non-traditional program from scratch can be quite unsettling. “It is easy to create something new by reforming a system because you just fix what does not work. It is also relatively easy to innovate a system where you add something new to an existing system. You have to really be committed to transforming yourself to go to a new place.” Through that commitment, Dr. Fear and his team were able to break through all of the barriers and come up with the foundation for the BSP.

In its early years, the BSP was a specialization in

Connected Learning before transitioning to what it is today-- a minor-granting program in Leadership and Integrated Learning. The BSP differs from other academic programs in that most program decisions are made by the community. Though the BSP has changed since its inception, its structure and values have remained the same. The Declaration of Bailey and the five core questions that are still used today were created by early Bailey Scholars. Everything in the BSP has emerged from the community; however, community leadership also can be challenging. “There have been repeated attempts to develop structures in Bailey, to develop bylaws and make Bailey just like other academic and organizational enterprises. Every time those attempts came up, the answer from the community has been no.”



The BSP community has developed the program into what it is today; a program in which students gain the needed skills to find solutions to societal problems and be professionally successful in today’s world. True to Dr. Fred Poston’s early vision, the BSP prepares its students for the workforce in a way that other academic programs do not. Teambuilding, conflict resolution, democratic decision making, and innovative thinking are all skills developed in the BSP. Dr. Fear played an invaluable role in helping shape the BSP, but the program also had a lasting impact on him.

“The BSP had a formative impact on who I am, what I value, and how I connect my professional with my personal life. It shaped my worldview- absolutely indelible.”

Spreading our Roots

It is rare to find someone who has served in the multiple roles that exist within an organization, but in the Bailey Scholars Program (BSP), Dr. Glenn Sterner has worn every hat. When he began his Bailey Scholar Program (BSP) journey, Dr. Glenn Sterner was an undergraduate student earning a specialization in Connected Learning. Committed to the BSP, he stayed with the program as a Graduate Fellow and eventually transitioned to Program Director- a position he held from 2005-2010. Today, Dr. Glenn Sterner is an Assistant Professor of Criminal Justice at Penn State University where he does research on criminal, illicit, and hidden networks involving drug use and drug distribution.

When Dr. Sterner became Program Director, the BSP was at a critical juncture and was in danger of being cut. With his own experiences in the program, Dr. Sterner knew its value and the positive effect it had on students. He was dedicated to ensuring that the program continued moving forward. He took on the roles of Director, Advisor, and Academic Learning Coordinator. The program was expanded in numerous ways in order to attract more students, both undergraduates and graduates, from across the university. The Graduate Student Fellowship program was formed under his leadership, as was the Bailey Service Organization (BSO). The BSO encouraged BSP's students and faculty to apply what they learned in their classes through community engagement.

Dr. Sterner has applied the values of BSP at his time at Penn State. In his graduate seminar, one of the first assignments that he asks his students to do is to answer the Baileys Scholars Five Questions to frame why it is important for them to understand their value system, their perspectives, and their worldview.

He believes that his students will have careers that impact people's justice, people's civil liberties, people's interactions with the criminal justice system in general. He wants to ensure that his students have an understanding of their biases, their perspectives and how they can ensure that they do not allow those to infiltrate their professional careers and impact society's democracy in general.

Preparing its students to be strong, effective, and high-quality societal leaders is the goal of the Bailey Scholars Program. According to Dr. Sterner, the most important leadership skill is having the ability to listen. "I think that the importance of listening isn't as important as listening with intent. Making sure that you are truly hearing people means listening with a purpose. Unless you have a keen ear towards listening deeply, intently and intentionally, you are not going to be able to make a difference in the people that you are leading. As a leader, you have a responsibility to truly and deeply hear in the people that you work with and work for."

Dr. Sterner's advice is to encourage a progressive democratic leadership structure that is unlike traditional academic programs that are top-down in nature. "I think that it's important to realize that this is a different type of leadership. This is not hierarchical. Collaborative, democratic leadership looks very different than what we typically explore within higher education. It is a coordination and convening role. The Director role, the Director concept, is just a title. It is not necessarily the way that you need to think about your role in leadership within the Bailey Scholars Program."

Who am I?

What do I value?

How do I learn?

What is my worldview?

How do these connect?



Branching Out

Dabbling in the holistic arts is one of Jenó's passions - she enjoys giving back to the Earth and making use of her natural resources. Growing her own food, creating her own clothes, and making her own soap are a few examples of her creations. When not in her garden, Dr. Rivera also serves as the Director of the Bailey Scholars Program (BSP) at MSU. Under her leadership, the BSP has undergone changes in curriculum, physical space, and staffing roles. The BSP evolved from being a specialization in Connected Learning to a minor in Leadership and Integrated Learning. This was not just a change in name, but rather a programmatic change based on evolving student learning outcomes and advances in high impact delivery modes.

Something that has remained consistent throughout the years is Bailey's mission to build inclusivity within the program. One of Dr. Rivera's responsibilities is to encourage a sense of belonging within the BSP. She particularly wants its staff, faculty, and graduate fellows to feel involved and accepted within the community. While community events are typically organized and attended by undergraduate students, she encourages graduate and faculty fellows to engage to build a relationship with those students and feel included in the Bailey community. She attends events and makes sure to get to know the people in Bailey at both professional and personal levels in order to connect with them and build positive relationships.

Mentorship has been a critical aspect of fostering Dr. Rivera's leadership style. She reflects back on two mentors that have been most influential to her as Director of the BSP--Senior Associate Dean Kelly Millenbah and Professor Pat Norris-- both of whom are in the MSU College of Agriculture and Natural Resources. Dr. Rivera describes Dr. Millenbah as, "one of those people that when you mention her name people say 'I would love to work with her! She is such a great administrator that gets things done.' Those are the words that I strive for as I am growing as a leader." When reflecting on her experiences with Dr. Norris, she says, "She is one of those people that when she speaks, everybody listens.

That is a leadership skill that I am working on." Under the guidance of these mentors, Dr. Jenó Rivera has strengthened her communication skills-- valuing the importance of listening as well as being able to share her voice.



According to Dr. Rivera, a big challenge facing higher education today is the lack of effective leaders in leadership positions. "I think we are putting too many people in leadership positions who aren't prepared to be leaders or who don't want to be leaders". The nature of academia is that through the promotion process, individuals move through the ranks to positions with more ability to influence change. However, being promoted does not signify that an individual will be an effective leader. Being a strong researcher or educator does not always equate to being a good administrator with the skill-set to lead others. Leadership development takes time and leadership skills need to be purposely developed. Through its programming, the BSP teaches its students and fellows the skills needed to be positive, strong, and effective societal leaders.

Dr. Rivera had some advice to share about the future leadership within Bailey. "At the end of the day, programs cannot grow without change. When coming up with ideas for change within the community, make sure to get everyone involved and ensure that all voices are being heard." The BSP strives to be an open community where all ideas are valued. Though the program has experienced many challenges throughout the years, Dr. Rivera stresses the ability to be flexible and adaptable to change. Change is what has allowed the BSP to remain strong and to evolve, meeting the needs of today's learners and modern society.

BSP Student Leaders 2019-2020

Student Director: Emma Albrecht

Emma Albrecht accomplished many tasks for the BSP community during her senior year as Student Director. These included kickstarting an alumni engagement project with BSP advisor Dustin Petty and making personal connections with each and every scholar. Emma plans on staying connected with the BSP as she seeks a position within the Packaging Engineering industry that allows her to design products for a happier and a healthier planet.



Recruitment and Engagement Conveners: Erin Kramer & Jeremy Horn



As a recruitment convener, Erin's job took an interesting turn when in-person recruitment switched to Zoom recruiting during MSU's transition to remote learning. Adapting to this change was one of her biggest accomplishments, as well as planning community events for the BSP scholars such as creative-hours, community lunches, and other events that the leadership team planned to engage the community in learning together.

Jeremy Horn was responsible for planning many of the BSP events that encouraged students to engage with the BSP community outside of class. He was instrumental in developing a partnership with the Global Spartan Leadership Program (GSLP). He assisted in organizing a BSP/GSLP spring break experience working with Habitat for Humanity in North Carolina.



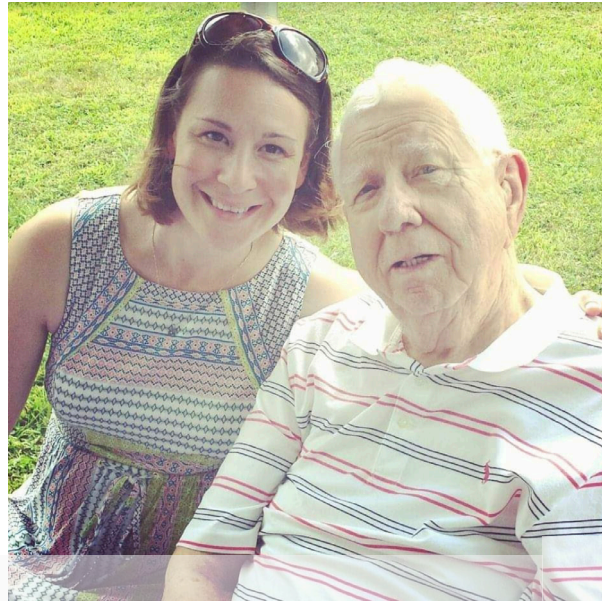
Service Organization Convener: Holly Pummell



During her time as the Service Organization Convener for the BSP, Holly Pummell organized service projects for the BSP scholars to engage with the MSU and Greater Lansing communities. Next semester, she plans on continuing her involvement with the BSP by planning a service-learning experience in the Dominican Republic. Holly encourages future BSP student leaders to embrace every learning experience and to know that not every project will succeed.

Planting the Greenleaf

By Noelle Tucker



Kristen Marks, BSP alumna (2001) works as the Program Manager at the Centerville Washington Park District in Centerville, Ohio. Kristen credits the BSP for advancing her leadership skills and her comfort level with collaborative learning among and between diverse groups of people. During her undergraduate career, she participated in an Environmental Sustainability and Agriculture study abroad trip to Australia and New Zealand. The experience broadened her perspectives by exposing her to alternative views of agricultural systems.

When Kristen arrived back in the United States, she was so excited to share her experience with family and friends, particularly her grandparents, George and Agnes Greenleaf. The Greenleafs were so

inspired by their granddaughter's travel abroad experience, they wanted to provide the same opportunity for future Bailey Scholars who may not have the financial means to engage in international learning experiences. They started the George and Agnes Greenleaf Scholars Enrichment Fund, a scholarship opportunity for Bailey Scholars traveling abroad. Kristen reflects on her grandfather's passion to learn about various cultures as being the motivation for his creation of the scholarship. She highlights the importance of giving back to local communities and assisting students to pursue learning across borders during their formative college years.

“Learning abroad experiences will stay with you for the rest of your life.”

The Chronicles of Dustin DuFort Petty

By Noelle Tucker

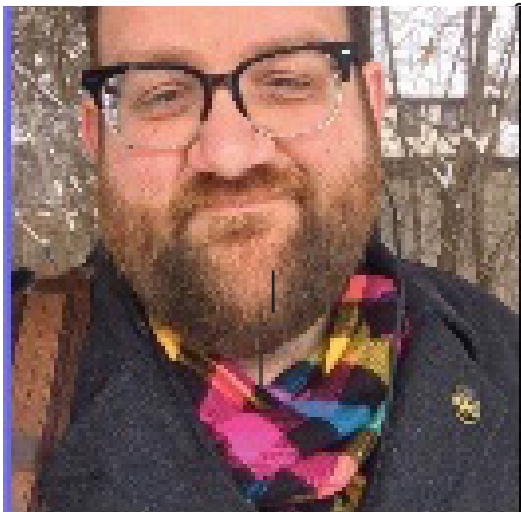
Before Dustin Petty became the first academic advisor for the Bailey Scholars Program (BSP) in 2015, he was an undergraduate Bailey scholar. In 2008 he served as the first male Student Director. That year was the tenth anniversary of the BSP and his major responsibilities were to plan the anniversary events throughout the year, including the Bailey Ball. In 2009, Dustin graduated in the largest Bailey graduating class ever up to that point- 21 students. Dustin highlighted multiple changes in the BSP since his days as an undergraduate student, emphasizing that the community is operating sustainably. “Today, we are at the point where we have a leadership structure in BSP flexible enough to support changes in the community so that BSP can survive and continue to thrive.”



During his undergraduate years, Dustin had a difficult time choosing a major and figuring out his sense of self. Sometime during his seven years as an undergraduate student, he discovered the BSP and found meaning in his educational experience. He described the BSP community as, “... a community to flourish in, one in which I was accepted for who I was ... I feel every student deserves that.” This motivated Dustin to do what he does today. He strives to help each and every student he advises and mentors. Being a part of the BSP community has taught him how to be an active listener, as well as hearing people and not just focusing on what to say next. Through the BSP, Dustin has learned patience, or at least, “the art of faking it.”

“I am an amateur baker, I am a bread enthusiast. And I believe Oprah should be queen.”

Dustin adores his job and loves that no two days are ever the same. Even on the most frustrating days, he gets to watch students grow, learn, and prosper, making it worthwhile. He loves working with a diverse spectrum of students from all over the world and from different backgrounds. Last year, Dustin received his master’s degree, and he plans on advising at MSU for the foreseeable future; however, it might not be advising for the BSP. His dream position is to be the head advisor for the college. For example, Dorcia Chaison is the advisor of the entire College of Agriculture and Natural Resources and according to Dustin, “The thing that I love most about Dorcia is that she always has the answers, so all of us can turn to her when we need support or guidance or when we just don’t know what to do about a situation. I want to obtain that skillset.” Whatever path Dustin goes down in the future, he never wants to completely give up advising and mentoring students- the most important aspect of his job today..



Scholar Spotlights

Abdulrahman “Dahem” Alharthi (Biomedical Laboratory Science) was selected as a Research Assistant for the MSU Sleep and Learning Lab. He also presented a research project on the Impact 89 FM radio station. He will present his research at the Mid-SURE undergraduate research showcase.

Dhia Awad (Biomedical Laboratory Science) received a medical laboratory science internship and was married during the summer of 2020.

Ellie Baden (Political Theory and Constitutional Democracy) is on a research team studying the role that Azerbaijan in the collapse of the Soviet Union. She was chosen for an internship tracking new legislation regarding police and criminal justice reform in the state of Illinois. Ellie was elected as the Treasurer of MSU's Moot Court team.

Carmen Calvillo (Biomedical Laboratory Science) was admitted into the Research Education Program to Increase Diversity in Health-Researchers (REPID) at MSU. Supported by the National Institutes of Health, her research would have focused on alternative therapeutic treatments for patients with cancer but it was ultimately cancelled due to COVID-19. Carmen received the Lori Ann Neer-Swantko Endowed Scholarship.

Paige Sweet (Marketing) has been authoring articles for the MSU College of Agricultural and Natural Resources on their website. Her pieces include information about the Michigan 4-H.

Ahmed Alyassi (Electrical Engineering) has been accepted into the National Society of Collegiate Scholars. Over the last year, he participated in undergraduate research concerning international students. He also received a scholarship from the United Arab Emirates

Erika Christensen (Computer Science) was selected for a leadership position in the Spartan Marching Band, serving as Tenor Sax Squad Leader. She received the highest level of academic scholarship from the MSU Honors College. She is currently completing her first internship with Amrock in Detroit as a Software Development Intern.



Ruby Congleton-Giancaspro (Environmental Studies and Sustainability) interned with the news organization, Great News Life. She was published as a student writer. She completed approximately 170 hours of community service with the Humane Society and the Boys and Girls Club.

Jessica Crane (Animal Science) received the Presidential Study Abroad Scholarship, allowing her to experience a freshman seminar abroad in New Zealand. She also conducted a job shadowing experience to work with service dogs-in-training and was highlighted in The State News.

Stephen Beegle (Psychology) is working on data collection for an undergraduate research experience with Dr. Kaston Anderson-Carpenter. The research includes resource sharing for Arab American health through the ASAP Coalition in conjunction with ACCESS in Dearborn.

Erin Kramer (Social Work) was selected to serve as an Undergraduate Research Ambassador at MSU. She received a PURI Grant for her research project with Dr. Joanne Riebschleger relating to Young Mental Health Literacy and has assisted in the development of the Mental Health Infor for Teens website. Erin was also chosen to serve as a Youth Development & Expo Days with MSU Extension.



Darci VanWormer (Social Work) is a founding member of two registered student organizations, Crossing Water and the MSU Student Basic Needs Advocacy Organization. She also received the Highfields Aldinger Scholarship and the Vomberg Trumley Scholarship.



Julie Klein (Comparative Cultures and Politics) joined the Read to Succeed program as a tutor, working one-on-one with an elementary student to improve their reading and writing skills.

Kennedy Kramek (Construction Management) received a four year Citizenship Award.

Emma Smyth (Political Science) received an internship in the Geographic Medicine and Infectious Diseases Department at Tufts Medical Center. She's also participated in a research project that focuses on surgeon's attitudes toward performing surgery on those who have endocarditis and are injection drug users.

Madison Pellman (Biomedical Laboratory Science) was chosen for an internship at BioTech in Pittsburgh, Pennsylvania.



Mariah Mahjoory (Education) was admitted to the MSU College of Education.

Grace Rathburn (Political Science/Pre-Law) was selected for an internship with Aflac. She was also accepted into the MSU Honors College. Grace continued her research as part of the Social Scholars Program.

Holly Pummell (Environmental Economics and Management) published research in Science Direct, the Journal of Environmental Management. She also presented at the MSU Environmental Science and Policy Program Symposium. Holly was selected to participate in the Demmer Scholars Program during the summer of 2020 (however, it was cancelled due to COVID-19) and has received several scholarships and awards.

Emily Parker (Zoology) received the Stiles-Butcher Award from the MSU Department of Integrative Biology, which is one of the All-University for Excellence. She also participated in two research projects in the MSU Honors College and for the Gallant Laboratory. Both projects will be part of the upcoming Mid-SURE virtual research fair.



Brenda Pilar-Ayala (Psychology) joined Phi Sigma Pi National Honor Fraternity and the psychology honors society Psi Chi. She earned a competitive scholarship through the Hispanic Scholarship Fund (HSF) for the 2020-2021 academic year, becoming a member of the HSF National Scholars Program. She was also offered an internship with the Academic Internship Council in San Francisco, which was ultimately postponed due to COVID-19.

Darci VanWormer (Social Work) is a founding member of two registered student organizations, Crossing Water and the MSU Student Basic Needs Advocacy Organization. She also received the Highfields Aldinger Scholarship and the Vomberg Trumley Scholarship.

Caitlin Finerty (Social Relations and Policy) was selected to work within the James Madison College summer orientation program. She has also worked on a local political campaign for township clerk near her hometown.

MEET OUR



Lorelei Blackburn is a faculty member with the MSU Department of Writing, Rhetoric, and American Cultures. She recently earned her PhD from the College of Arts and Letters. Her research focused on trauma-informed pedagogy. She is a Chicago native her interests outside of the classroom are reading, photography, paper arts, gardening, travel, and volunteering.



Gelica Forde is a graduate student in the MSU Department of Community Sustainability. Her research looks at the influence of the sense of community and belonging on graduate students. She is also pursuing a Graduate Certificate in Community Engagement. She is a mother of two and is originally from Jamaica.



Paul Hamerski is a graduate student in the MSU Physics Education Research program. His research seeks to explore how introducing computer programming to high school physics classrooms affects the experiences and perspectives of students. Paul enjoys to music, math, using his crockpot, browsing adoptable pets on the humane society website.



Patricia Jaimes is a graduate student in the MSU Department of Earth and Environmental Sciences. Her research focuses on understanding the lack of diversity in the Earth sciences and in STEM fields at large. She explores the resources and assets that underrepresented students utilize to persevere in their scientific careers, resources that are not often recognized or valued by the scientific community.

F E L L O W S

Chiwimbo Mwika is a graduate student in the MSU Department of Plant, Soil, and Microbial Sciences. She is interested in agro-ecological and sustainable intensification research in the small holder farming context. Specific research interests include learning more about below and above ground productivity of legume-based cropping systems and their soil nutrient balances.



Connie Rojas is a graduate student in the MSU Department of Ecology, Evolutionary Biology, and Behavior. She studies the interactions between animals and their symbiotic bacterial communities. Specifically, she investigates whether bacteria contribute to the behavior and physiology of their animal hosts, and whether the animal hosts also shape their bacterial communities.



Mallory Weiner served as the program's first undergraduate fellow, working to support undergraduate conveners placed in the program's core courses. She graduated from MSU in spring 2020 with a degree in Education. She will complete a year of student teaching in a Detroit-area elementary school in the coming year.



Special thanks to our undergraduate core course conveners!



Abdulla Althubiti



Erin Kramer



Hunter Hall

The Three (RESEARCH) Musketeers

There are hundreds of undergraduate research opportunities at Michigan State, many of which are incredibly formative and great opportunities to gain more knowledge. Those who participate in undergraduate research often times are able to apply that research to their field of study, and excel past regular requirements. The Bailey Scholars program has its own opportunity for undergraduate research and if you are interested in getting involved, please contact Jenó Rivera at jeno@msu.edu! The three students below were on this year's research team through the BSP. Throughout this experience, they have assisted in writing grants, collecting and analyzing data, and disseminating research findings to an external audience.

Lauren Mehram



When new opportunities arose, Lauren Mehram jumped at the chance to gain new research experiences and fully embrace herself in the Bailey Scholars Program. With an animal science degree, her current plan is to attend graduate school, launching a career in animal behavior and welfare research. During her first few semesters, she sought opportunities to explore how research could influence her career path. She first got involved in the BSP research team through an honors option in her ANR 210 course. Some advice Lauren has for her fellow Bailey Scholars is, "Get involved as much as possible. Form relationships and join different organizations to create opportunities for yourself, so you can make the most of your college career and life afterward. You never know where they may come from."

Noelle Tucker



Noelle Tucker, a Bailey Scholar, Undergraduate Researcher, and a Bailey Scholar Ambassador. Noelle's research background made her a perfect addition to the Bailey Scholar's research team. She worked with Lissy Gornalnik, a professor in the Department of Community Sustainability (CSUS), where she researched plastic, art, and sustainability. She enjoys her time with the BSP because, "Bailey feels more like a home than a job to me". Taking on an undergraduate research position has helped Noelle become more focused on the type of career she wants to pursue and continues to strengthen her values of community, equality, and diversity. One piece of advice Noelle would like to give to others is to "be okay with not knowing the answers to everything. Know that it's okay to ask for extra assistance or help in an overwhelming project."

Paige Van De Grift



Paige Van De Grift plans on majoring in Supply Chain Management. More recently she added the BSP minor to her program of study. Through the honors college experience, she joined the BSP research team to enhance her qualitative research skills and has been loving her experience. Alongside the other researchers, she curated information for the Bailey Scholars Chronicle: End of a Decade. Her favorite part about Bailey is that it is a welcoming and incredibly inclusive environment where anyone can come and be a part of the program. One of her favorite college memories was getting to hold a tarantula during one of her Bailey classes, because it really pushed her out of her comfort zone. Paige said, "You should seize every opportunity because each opportunity is a change to learn, grow, and prosper."

BSP Seniors 2019-2020

Jessica Abraham is from Grandville, Michigan, and has earned a degree in *Environmental Studies and Sustainability*. She joined the Bailey Scholars Program after studying abroad in South Africa with a scholar who told her about the program.



Emma Albrecht hails from Rolling Meadows, Illinois, just outside of Chicago. She earned her degree in *Packaging* and completed an internship at Kimberly-Clark in Appleton, Wisconsin. She served as the BSP Student Director over the last year.



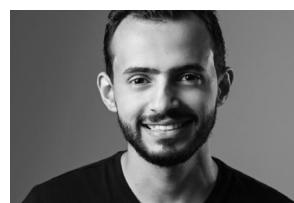
Abdullah “Sam” Althubiti is from Ta’if, Saudi Arabia. He’s earned his degree in *Biomedical Laboratory Science*. He served as an Undergraduate Convener for ANR 210 in fall 2019.



Adel Alzahrani will earn his degree in *Media and Information*. He is from Al Baha, Saudi Arabia. He is also earning a minor in Entrepreneurship and Innovation.



Naif Alzahrani is from Al Baha, Saudi Arabia and earned a degree in *Mechanical Engineering*. During his undergraduate years, he has started three businesses while also being a devoted husband and father to his young son.



Lindsey Eveland is from Oxford, Michigan, and earned her degree in *Social Relations and Policy*. In addition to completing an internship with a local court, she served as president of the MSU acapella group, Ladies First.



Hunter Hall is from Okemos, Michigan, and earned a degree in *Communication*. He was an Undergraduate Convener for ANR 210 during spring 2020 and was one of the first Bailey Ambassadors in the program, working to recruit new scholars.



Vane Hernandez hails from Mission, Texas, and earned a double degree in *Interdisciplinary Studies in Social Science and Psychology*. She also earned an additional minor in Chicano/Latino studies and had a concentration in Health and Society.



BSP Seniors 2019-2020

Jeremy Horn comes from Okemos, Michigan and will earn a degree in *Environmental Economics and Management*. Over the last year, he served as the BSP Recruitment and Engagement convener.



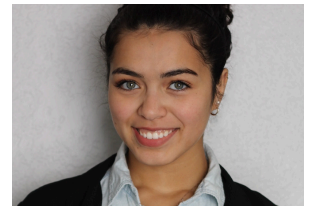
Chemere Mathis of Detroit, Michigan earned a degree in *Packaging*. While still completing her undergraduate degree, she enrolled in the MSU Packaging master's program, as well. She served as an Undergraduate Convener during the spring 2018 semester.



Najma Muhammad is from Detroit, Michigan, and earned a degree in *Urban and Regional Planning*. She received additional minors in International Agriculture and Sustainable Agriculture and Food Systems.



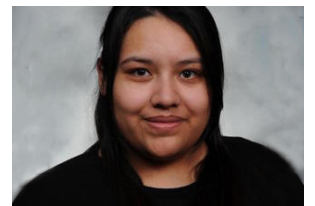
Ashley Prince is from Plymouth, Michigan and will earn a degree in *Construction Management*. As began a student organization for women in Construction Management, offering support to female co-learners who are a minority in her program.



Silvia Quintana-Diaz of Immokalee, Florida earned dual degrees in *Psychology* and *Anthropology*. A first-generation college student, she completed a meaningful work experience, advocating for a youth in the local court system.



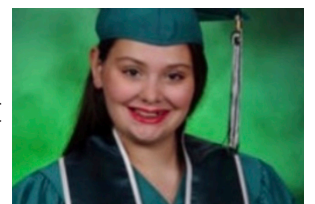
LeeAnn Viera from Custer, Michigan earned a degree in *Psychology*. She was a member of the MSU College Assistant Migrant Program and worked for several years with the Michigan Farmers Market Association.



Mallory Weiner of West Bloomfield, Michigan earned her degree in *Education*. She served as the first Undergraduate Teaching Fellow in the Bailey Scholars Program. For her coming internship year, she'll be teaching first grade in a Detroit school in the coming year.



Tabitha Zivku from Flushing, New York earned a degree in *English* and an additional minor in German. Passionate about animal science (especially swine), she is pursuing a master's degree in the subject this fall from New York University.





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